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Affirmative action given approval by U.S. Supreme Court—with limitations

by Tanja Wacyk

In the last several months the Justices of the U.S. Supreme Court have been struggling with the principles and dilemmas posed by affirmative action.

The resulting decisions, discussed below, are of particular significance in light of the position taken by the current U.S. administration on affirmative action. For the past five years, President Reagan's Justice Department has argued that the U.S. civil rights laws offer relief only to specific individuals who can *prove* that they were victims of racial bias and not to large numbers of persons who are members of a protected group. The administration has also contended that hiring goals and timetables are a form of 'reverse discrimination' against whites.

In May of last year the Court released the first of three significant decisions. In the case of *Wygant et al v Jackson Board of Education et al*, the issue was a collective agreement between the board of education and the teachers' union, which required the board to maintain the percentage of minority teachers when making lay-offs rather than follow the more common procedure of 'last hired/first fired'. The result was that some non-minority teachers were laid off before some minority teachers with less seniority. Those displaced non-minority teachers challenged this 'affirmative action plan', and the case made its way up to the U.S. Supreme Court. While the Supreme Court struck down that particular program as

not being sufficiently precise and specific, the Court did hold that affirmative action programs were an acceptable remedy for discrimination, provided that they are justified by a compelling state interest and that the means to achieve the goal are narrowly tailored to meet it. A majority of the Court rejected the argument that, in order to be valid, an affirmative action plan must be preceded by a formal finding of discrimination by a court or other competent body. All that was required was that the entity seeking to institute the plan have a 'firm basis for believing that remedial action is required.' As well, it was held not to be a legitimate goal of affirmative action to relieve societal discrimination in general.

In two subsequent decisions released last July, the U.S. Supreme Court gave a further endorsement to the principle of affirmative action.

In the case of *Local 93, International Association of Firefighters, AFL-CIO, C.L.C. v. City of Cleveland et al*, the union, Local 93, challenged an affirmative action plan that had been agreed upon by the City and an organization of black and Hispanic firefighters called the Vanguard. The Vanguard had charged the City of Cleveland with discrimination in hiring, assigning and promoting firefighters. The City agreed to a court approved settlement, which required it to give half of all promotions to minority firefighters.

The union, which was white dominated, brought an application to the Supreme Court to overturn this settlement on the basis that it was an impermissible remedy because of section 706 (g) of Title VII. That section prohibits a district court from ordering the hiring, or the promotion, or the admission as a member of a union, of an individual who was refused employment, promotion or admission for any reason other than discrimination. The Court held, however, that Title VII does not preclude court approval of such a plan when it has been independently agreed to by the parties. In effect, the Court said that while a court may not be able to order an affirmative action program that benefits individuals who are not the actual victims of the defendant's discriminatory practices, the parties can themselves negotiate such a plan and have it approved by the court. The Court did not, in

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Commission celebrates 25 Years... Chairmen of the Commission

Dr. Louis Fine	1962-71
Dr. Daniel G. Hill	1971-73
Prof. Walter Currie (Acting)	1974-75
Prof. Thomas H.B. Symons	1975-78
Dr. Dorothea Crittenden	1978-82
Canon Borden Purcell	1982-

Review of study on recruiting visible minorities in police forces

by Michele Dawson

A recent study focusing on the recruitment practices of 14 police forces in Canada suggests changes for bringing more members of visible minorities into the ranks of the police.

Professor Harish C. Jain of the Faculty of Business at McMaster University conducted the study entitled: 'Recruitment and Selection of Visible Minorities in Canadian Police Forces: A Survey of Selected Police Agencies' (1986).

The primary objective was 'to review existing police recruitment and selection policies across Canada and to make recommendations with a view to increasing the representation of visible

minorities in Canadian police departments....'

The findings demonstrate that many deficiencies exist in the recruitment and selection procedures of all 14 forces, which account for the underrepresentation of visible minorities in these jobs. In regard to recruitment, Professor Jain found that there was systemic discrimination against visible minorities. This resulted from the fact that, whether intentional or not, 'all-white or all-male working groups tend to perpetuate themselves.' Since the forces relied chiefly on walk-in candidates or word-of-mouth referrals (from friends or family already on the payroll) to fill available positions,

they were consequently not getting many visible minority applicants. Professor Jain recommends that more open and out-reach techniques be used to recruit visible minorities. Such techniques would include the use of visible minorities as recruiters in high schools and pictures of visible minorities on posters and other literature.

Selection procedures are also in need of improvement. The most important improvement to be made in this area, according to Professor Jain, is the re-evaluation of selection devices. 'It is essential,' he argues, 'that the selection devices be validated by professionally accepted methods.' By 'validated', he

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Amendments to the Human Rights Code now law

by Tanja Wacyk

On December 18, 1986 at 4:47 p.m. the much awaited Bill 7 was passed into law. Bill 7 was an omnibus bill that amended a number of Ontario statutes to bring them into line with section 15, the equality provision of the *Charter of Rights and Freedoms*. The passing of Bill 7 has resulted in significant amendments to the *Human Rights Code*.

The most controversial and the most publicized amendment was the inclusion of sexual orientation as a protected ground under the Code. Discrimination on the basis of sexual orientation is now prohibited in the areas of services, goods and facilities, accommodation, contracts, employment, membership in a trade union, trade or occupational association, or a self governing profession.

Significant amendments have also been made to the protected ground of 'accommodation'. Landlords may no longer restrict the rental of accommodations to adults only. It should be noted, however, that the Code continues to allow such a restriction with regard to special housing for seniors aged 65 years or over. An additional change in the area of accommodation provides that every 16 or 17-year-old person who has withdrawn from parental control is now entitled to equal treatment with respect to occupancy and can enter into a contract for accommodation, which is legally enforceable. Lastly, an exclusion that allowed landlords to discriminate on the basis of marital status has been repealed.

In the area of athletic activities, section 19(2), much publicized by the successful Charter challenge brought by Justine Blainey, a girl who had been denied the opportunity to play hockey with a boys' team because of her sex, was also repealed by Bill 7. That section had allowed for membership in an athletic organization or participation in athletic activities to be restricted to persons of the same sex.

Review of study on recruiting visible minorities in police forces
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means that the selection devices used should objectively measure the qualities a candidate has that are relevant to potential job performance.

Many of the selection devices that are presently used have been found to be both invalid and unreliable in assessing candidates. The interview is the most popular and most important part of the selection process for all of the forces surveyed. Yet Professor Jain found that it is vulnerable to the personal biases, prejudices and stereotypical beliefs of the interviewer. For instance, many non-verbal communication factors that are considered by the interviewer to be indicative of the presence or absence of desirable traits (i.e. integrity, motivation, dependability and reliability) are culturally determined. They include

While the above cited changes are now in force, some very significant amendments to the Code are still awaiting proclamation. The duty to 'accommodate' persons experiencing discrimination, formerly a common law principle, will now be expressly incorporated into section 10 of the Code. It is that section that addresses constructive, or, as it is more frequently referred to, 'systemic discrimination'. Similarly, such a duty to accommodate will be introduced into those provisions that set out the rights of handicapped persons to equal treatment.

Also still pending is a particularly significant amendment that will introduce a new, long sought after right for persons with handicaps. Subsection 16(a), which currently provides that it is not a violation of the Code if a handicapped person is precluded from exercising his or her rights simply because access is not provided or amenities are lacking, will be repealed and replaced with a duty to accommodate the handicapped person with regard to physical access.

The duty to accommodate, to be incorporated into the Code as a result of the pending amendments, will be subject to a test of 'undue hardship'. Guidelines or standards for assessing what is undue hardship are currently being drafted in regulation form.

Once this process is completed it is anticipated that those amendments still outstanding will be proclaimed in effect.

Tanja Wacyk acts as legal counsel to the commission. She is on a temporary assignment to the office of the deputy minister.

such things as eye contact, facial expressions, body gestures, and tone and volume of the voice, among other things. Hence, reliance on these factors can impact negatively on the visible minority applicant. Professor Jain recommends that the importance of the interview in the final assessments be reduced and that interviews be strictly structured to increase their validity.

Other selection devices that are used by many of the forces are psychological and polygraph (lie detector) tests. The validity of both devices (especially of the polygraph, which is outlawed in the province of Ontario) is in serious doubt. Professor Jain suggests that more validation research is needed to determine whether or not these devices continue to be used in the selection process.

In conclusion, Professor Jain suggests that: (i) police agencies

Conversation with Commissioner Diamond

by Michele Dawson

Born in South Africa, Jack Diamond is known as an architect and planner, teacher, painter and music lover. His most recent activity is that of commissioner for the Ontario Human Rights Commission. However, his appointment last April was not the beginning of Mr. Diamond's interest in human rights. He has had a 'passion for social justice' ever since his early days in South Africa.

Question: How did you become interested in human rights?

Diamond: It was a combination of both having been a member of a minority group in circumstances in which I was subject to degrading victimization, as well as having a sympathy for black people in South Africa who suffered far more than me. I therefore understood their condition and became interested in their culture and capabilities. I understood that what they offered might be different from the culture that whites brought and felt so superior about. However, the black culture was often far more interesting and rich. It was a revelation to me at a very early age. I suppose I have an instinctive and long-nurtured feeling for the underdog, and certainly a real interest in fairness and merit as the criteria for success. One of the greatest tragedies is the unutilized capabilities in the best resource any country has, and that is its people. Canada is less discriminatory than most countries, but still people are denied access of occupations to which they can best contribute and from which they would derive the most satisfaction.

Question: How did you become involved with the Ontario Human Rights Commission?

Diamond: When David Peterson was elected, he brought a whole new set of values to the provincial government, and I made it known that I was interested in helping. While corporations and boards more closely associated with my

field are clearly of interest, and probably of benefit professionally, I thought that I might make a far more satisfying and perhaps a better contribution in a field in which I'm not qualified in the professional sense, but one in which I have a real interest and which has an emotional importance for me. So when it became apparent that such a post might be available, I said I'd be willing to serve.

Question: What special skills or insights do you have that help you in your work on the commission?

Diamond: Perhaps having come from a profession that is very often confronted with problems of a very difficult nature—having to get things done, having to organize, plan, and make decisions—helps me. I believe I have a capability of seeing the essentials of a problem, setting out what the issues are, trying to define how best to get to the next step, and getting it done. Those are not unique and not particularly special, but useful, I think, when combined with concerns about discrimination.

Question: What do you find most interesting about your work on the commission?

Diamond: I find the position interesting from two perspectives. The first being the individual cases themselves. I find it very satisfying to actually deal with concrete examples in which I can be of some help. Secondly, there is the larger picture and that is the effectiveness and efficiency of the commission as a whole. Both are interesting to me and obviously the commission

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Case study Employment/Handicap

The complainant, a female security guard at the respondent plant, applied for an assembly job. She alleged she was denied this job due to the company doctor's concern about the apparent weakness of her back, although she had never had any problems with it. She also complained of the disproportion between the number of males and females hired at the plant.

An independent specialist had no worries about the complainant's back, and an experienced foreman felt that she would be capable of performing the essential duties of an assembler. The respondent eventually accepted this view, and settlement negotiations took into account the fact that the complainant had kept her security job and had

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Editorial

To redress past wrongs

Human rights commissions in Canada face an enormous challenge over the next few decades: helping to eradicate the inequalities in society caused by systemic discrimination.

As the Ontario Human Rights Commission celebrates its 25th anniversary, it is an occasion not only to look back at past accomplishments but also to look ahead at what needs to be done. Redressing past wrongs that brought about injustices will remain an ongoing task of the commission. This will also require new strategies and different approaches for dealing with a changing environment.

In his study *Employment Equality: A Systemic Approach*, Professor William Black indicates that if commissions were to rely exclusively on the complaints system that has been developed over the past 25 years, they might find themselves unable to get at the real causes of inequality.

The major problem is that systemic discrimination is sometimes difficult to recognize and therefore hard to get at. Systemic discrimination consists in those employment practices, policies and requirements that may appear to apply equally to all, but that have an adverse or discriminatory impact on members of particular groups. In other words, it is the result of long-standing practices that on the sur-

face appear to be neutral, but that have a detrimental effect on the employment, educational and vocational opportunities of women, minorities and people with handicaps.

The Ontario *Human Rights Code* has legislated ways and means of dealing with these issues by prohibiting systemic discrimination under section 10 and by permitting affirmative action or special programs under section 13.

However, commissions alone cannot deal with the problem. There needs to be a concerted effort on the part of governments, the courts, large institutions and employers both to recognize the challenge and to work at eliminating the inequalities that stem from longstanding policies and practices.

A good illustration of the dilemma is our front page story *Affirmative action given approval by the U.S. Supreme Court—with limitations*. Programs 'to redress past wrongs' are bound to encounter roadblocks. Also, they will continue to be challenged by those who view them as unfair and unnecessary.

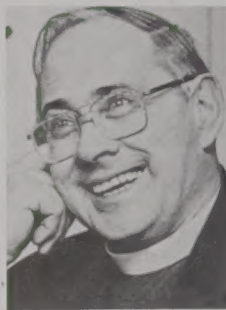
The next 25 years will indicate whether we were able to solve a problem that has deprived many of full participation in Canadian society and of achieving their full potential in life.

being the speed with which we deal with individual cases. Secondly, the strength and effectiveness of the Ontario Human Rights Commission, both in fact and in the public mind, should be improved. But more specifically, more knowledge of the rights that are in the legislation, both federally and provincially, is needed. People need to understand that the commission really is an aggressive guardian of human rights. We need to do more to make the public aware that we are there to help, and will do so whenever and wherever discrimination based on age, sex, sexual bias, race, creed or handicap occurs.

Michele Dawson is a fourth-year student of political science at York University.

layoffs taking place during the negotiations, and, so, instead of an immediate assembly position, agreed to an offer of the next such position available. She was also paid \$15,000, representing lost wages minus her mitigation of the loss. The respondent sought UFH (Unit for the Handicapped) consultation on the conducting of legal pre-employment medicals by their doctor and posted Code cards.

Chairman's corner



For this special issue of *Affirmation*, I would like to focus on the recognition and celebration of the 25th anniversary of the Ontario Human Rights Commission on June 15, and on 25 years of comprehensive anti-discrimination legislation designed to recognize the dignity and worth of our fellow Ontarians. The commemoration will reflect the commission's increased commitment to, and emphasis on, human rights education.

In tribute to this anniversary, the League for Human Rights of B'nai Brith Canada will be hosting a major conference on Human Rights and Race Relations on June 14 and 15.

Close to 250 lay and professional leaders of Ontario's representative ethnic, religious and racial groups will participate in a conference ambitious both in scope and substance. Among the topics to be discussed will be Hate Propaganda and Racial Slurs, Media and Public Relations, Employment, Community and Youth, Government and the Political Process, and Visible Minority and Ethnic Women. The league will honour the commission with a special 25th anniversary presentation on June 15.

Also as part of our celebration, the commission had the honour of hosting the 15th Anniversary Conference of the Canadian Association of Statutory Human Rights Agencies—the national human rights organization comprising all provincial, federal and territorial human rights agencies. For 3½ days, members of CASHRA met to exchange information on procedural, legislative and educational developments, to participate in state-of-the-art training seminars on human rights issues and to renew their commitment to ongoing vigilance through legislation and public education.

At its 1986 annual meeting CASHRA passed a unanimous resolution recognizing the high profile that human rights education must take on a national level and committing a major portion of future agenda to human rights education. This year's major session on 'Teaching Human Rights' indeed proved to be one of the highlights of the conference.

The seminar involved a number of well respected practitioners in the field discussing human rights in the school systems, teacher training, promoting the work of human rights commissions and educating the general public with respect to their rights and responsibilities under human rights codes.

The CASHRA membership shares the belief that a critical starting point in the effort to combat prejudice and discrimination in any society is through educational institutions. This is based on the premise that the attitudes and values to which young people are exposed in school will greatly influence their future conduct.

Failure to recognize this fact and to incorporate a pervasive human rights dimension into the educational curriculum may often mean that prejudices and discrimination will continue.

The education system bears a particular responsibility for the furtherance of human rights by providing knowledge, understanding and positive examples, which will counter the ignorance and misinformation on which prejudice and discrimination are based.

The time has indeed come for placing human rights education high on the curriculum agenda.

In Ontario there is now, more than ever, a need to teach human rights in a systematic, comprehensive way. Each one of our commissioners and investigating officers participate in public education in one form or another. We are fortunate, as well, to have a Race Relations Division, which has the legislated responsibility of reducing and preventing racial tensions and conflict.

Beginning this spring, the commission will also participate in teacher-training for, and monitoring of, a new elementary school human rights curriculum pilot test, developed by the Canadian Human Rights Foundation. As this is the first of its kind in Ontario, we feel that the 25th anniversary provides an appropriate opportunity for such an initiative.

We take pride in our achievements to date, but are by no means complacent. Human Rights Commissions need more financial and human resources to render concrete their priority of mounting and maintaining effective educational programs. Because of current caseloads, we often find it necessary to deploy our budget and staff power into the reactive area of complaint resolution rather than devote more time to proactive, educational endeavours.

That is where co-operation comes in. Human rights commissions have an integral role to play in ensuring that other institutions, both governmental and non-governmental, take on the mantle of human rights teaching and in working with them toward our common goal. We must assume an even stronger role, on a national level, as a staunch advocate and developer of innovative attitudes towards sensitizing our citizens about, and, ultimately, eliminating, the scourge of discrimination by means of a comprehensive educational thrust.

The time is right.

Conversation with Commissioner Diamond
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is at an interesting stage. Take, for example, the recent legislation about sexual orientation. There wasn't any doubt in my mind that it should be included—no doubt whatsoever. Those who discriminate on the basis of sexual orientation, display, in my view, absolutely unnecessary bigotry.

Question: How do you think the effectiveness of the commission can be improved?

Diamond: Every commissioner has recognized two areas in which real improvement is required. The first

Case study
continued from page 2

not applied anywhere else for other industrial jobs. The respondent also established that the percentage of women hired was in line with the percentage of women applying in general, and, specifically, of those referred by Employment and Immigration Canada.

The complainant was aware of

New Ontario Building Code called one of the best in country

New buildings in Ontario are to have wider doorways, access to underground parking and more accessible washrooms as a result of revisions to the *Ontario Building Code*, which comes into effect on October 20, 1987.

The improvements are the result of recommendations made by the Task Force on Accessibility for Disabled Persons, formed by Ontario Housing Minister Alvin Curling and Tony Ruprecht, Minister with Responsibility for Disabled Persons, late last year.

'Ontario now has one of the best building codes in Canada, as far as accessibility is concerned,' said Jerry Lucas, director of program development with the Ontario March of Dimes, a member of the task force and long-time advocate of changes to the Code.

One of the important features of the new Code is the elimination of a restrictive list of those buildings that have to be made accessible. Under the new Code all buildings must be made accessible, with the exception of high-hazard industries and single family dwellings. Even buildings constructed on a non-level site, such as a hillside, are no longer automatically exempt from the regulations.

The revised Code will result in more options for disabled people who want to rent or buy an apartment. All apartment units must have wider front doors and large doorways in all bedrooms and at least one bathroom.

Underground parking garages will also offer fewer barriers as new

regulations call for access to an elevator on at least one level. Buildings constructed under the old Code often had steps between the parking and elevator areas.

Washroom stalls in new building will be wider, with automatic closers, and the temperatures of sinks will be regulated to avoid burning people when their wheelchairs are underneath them.

The regulations affecting assembly seating in movie theatres, sports stadiums and other public places have also been changed. Under the old Code, accessible seating was not required beyond a maximum of 20 spaces. The revised regulations call for a minimum of one per cent of all seats to be made accessible. There is no maximum.

Under the new Code, hostels and group homes will be considered as residences and not as institutions, which means they will be free from many unnecessary restrictions that result in extra expenses at the construction stage.

Other improvements to the Code include provisions for better access to patient rooms and washrooms in institutions; viewing panels in doors that suit people of all heights; and doors that are easier to open and close.

The revised Code is also easier to read as accessibility requirements are cross-referenced throughout and there is an appendix for explanatory purposes.

This article appeared in *The Advocate*, a publication of the Ontario March of Dimes, and is reprinted with permission.

Two new commissioners

The Ontario Human Rights Commission is delighted to announce its two newest commissioners, both appointments to be effective as of February 19, 1987 for a three-year term.

Reva E. Devins, a graduate of York University holds law degrees from Osgoode Hall and Harvard University. Recently, Ms. Devins served as law clerk to Mr. Justice

W.Z. Estey of the Supreme Court of Canada.

Robert G. Paris, director of the Centre for Legal Translation and Documentation at the University of Ottawa, is also a part-time professor at that university's Faculty of Law. Mr. Paris holds degrees from Laval University and Osgoode Hall, and was called to the Bar in 1954.

is the author of numerous articles on human rights questions.

We welcome our new editor and look forward to working with him.

New editor appointed

We are pleased to announce the appointment of Philippe LeBlanc as the new editor of *Affirmation*.

Recently returned from Strasbourg, where he was Director of Studies, Researcher and Lecturer at the International Institute of Human Rights, LeBlanc is highly qualified to assume his new role.

He was previously senior adviser on human rights and head of the human rights program in the Secretary of State Department, and

A fond farewell

The Ontario Human Rights Commission expresses its sincere gratitude to two of its commissioners, Aileen Anderson and Lou Alexopoulos, whose terms of office expired in February 1987.

Their expertise has served us well, and we wish them every success in their future endeavours.

Affirmative action given approval by U.S. Supreme Court—with limitations

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the decision, determine the extent of the limits placed on Federal Courts by section 706 (g) to order such an affirmative plan to remedy discriminatory practices.

This question was addressed in the case of *Local 28 of The Sheetmetal Workers' International Assoc. and Local 28 Joint Apprenticeship Committee v. Equal Employment Opportunity Commission et al* (released the same day), and the Supreme Court held, for the first time, that the courts may impose goals and timetables requiring those employers guilty of past discrimination to hire or promote specific members of minorities, even if those persons benefiting are not those who experienced the actual discrimination. In that case, the union had been found guilty of engaging in a pattern of discrimination against black and Hispanic individuals in violation of Title VII of the *Civil Rights Act*. The district court ordered the union to end their discriminatory practices and to work toward a goal of 29 per cent non-white membership by a set date. The 29 per cent represented the percentage of non-whites in the relevant labour pool in the city of New York. The union was twice found in contempt for not obeying this order, and, aided by the Justice Department, it applied to the Supreme Court, challenging the district court's contempt findings and also the order establishing the hiring goal of 29 per cent. The principal issue in that case was the question left unanswered in the firefighters' case, i.e. whether Title

VII allows a district court to make an order that may benefit individuals who are not the actual victims of discrimination. The Court, by a narrow majority, held that it does. The Court held that the prohibition in section 706 (g) from ordering a union to admit an individual who was 'refused admission ... for any reason other than discrimination' does not mean that a court may order relief only for actual victims of past discrimination. Rather, the Court held that the provision addresses only the situation where the defendant can show that a particular individual would have been refused employment or, as in this instance, admission to the union, even if there had been no discrimination.

Although the Supreme Court left unanswered a number of questions regarding affirmative action, e.g. what minorities must do to *prove* past discrimination, the Court has given some indication of the parameters of affirmative action plans that it would find acceptable. It has stated, for example, that affirmative action plans should be limited in duration and should not 'unnecessarily trammel' the rights of white workers. Also, they must be carefully tailored to remedy the precise type of discrimination in each case and to avoid rigid quotas. It appears likely, however, that such guidelines, while helpful, will not, because of their largely subjective nature, preclude continued challenges to affirmative action plans by the white majority.

Tanja Wacyk serves as legal counsel with the Ontario Human Rights Commission. She is on a temporary assignment to the office of the deputy minister.

Book review

by David A. White

Taking Aim: Job Search Strategies for People with Disabilities

Published by the Ontario Ministry of Labour, Handicapped Employment Program, 1986; 106 pages; free to Ontario residents; \$10 out of province.

For a disabled person seeking employment, *Taking Aim* is an excellent place to start. For vocational counsellors seeking a new tool to assist them and their clients, *Taking Aim* will be a valuable asset.

This comprehensive manual has gathered a lot of useful, practical information and consolidated it into a concise, attractive, easy-to-read-and-understand format. It's obvious that a lot of thought and knowledge went into this publication, from the yellow tabs to assist the vision impaired to the spiral binding for people with dexterity problems.

The contents provide a step-by-step guide with examples of résumés, covering letters, interviews and, finally, a comprehensive list of additional resources for the job seeker.

The manual is an excellent source of advice and ideas to enable *anyone* to conduct an independent job search. It strikes a perfect balance between basic job hunting advice and special information to job seekers with a disability.

Taking Aim is for the individual prepared to spend time and energy

on a job search, for the persons who want to assess their own skills and experience and identify areas for further training, and for the persons who want practical advice on how to market themselves more effectively to employers.

As the manual states, 'job hunting is never easy ... and there are often extra hurdles for people with disabilities.' *Taking Aim* is right on target in reducing the hurdles and barriers.

The manual is available in French and English and on audio cassette.

Taking Aim: Job Search Strategies for People with Disabilities is available free to Ontario residents from:

Handicapped Employment Program,
Ontario Ministry of Labour,
400 University Ave., 10th floor,
Toronto, Ont. M7A 1T7
(416) 965-2321

Requests from out of the province must be accompanied by a certified cheque or money order for \$10.

David A. White is Executive Co-ordinator, Genesis Research Foundation and Rehabilitation Communication Consultant.